

TDOC Newsline

TENNESSEE DEPARTMENT OF CORRECTION

Fall

2004

TDOC Dedicates Correctional Employee Memorial

The Tennessee Department of Correction hosted a memorial dedication ceremony at the Tennessee Correction Academy on September 23rd to honor correctional employees who lost their lives while serving. The ceremony unveiled the monument for the first time.

"Through the generous personal donations and numerous fund-raisers held by TDOC employees across the state, over \$30,000 dollars was raised to honor those correctional employees who sacrificed their lives in the line of duty," said TDOC Commissioner Quenton White. "The correctional employee memorial will serve as a lasting reminder of the dedication of those who have fallen and those who continue to serve."

TCA Superintendent Mike Dutton spearheaded the memorial project, and TDOC employees funded the memorial through private donations and employee fund-raisers. The Tennessee Correction Academy also investigated prison records and



archives to determine the names of nineteen employees who lost their lives in service to the department and their names have been engraved into the monument.

The first death of record occurred in 1894 and involved Deputy Warden

Willoughby Nelson, who was killed in a mine explosion while employed at Brushy Mountain Prison in Petros, Tenn. The most recent employee to lose his life was Correctional Officer Frederick Hyatt, who was murdered by an inmate at the Charles B. Bass Correctional Complex in Nashville, Tenn. (formerly Middle

Tennessee Correctional Complex) in November 2003. His death was the first employee death in 23 years.

Thanks to everyone for their support and generosity! ■

Criminal Justice Summit Organized: First for State

As more states face unprecedented economic challenges and are forced to examine and implement alternatives to incarceration, sentencing reform, consider privatization of services, early release, and out of state transfer of convicted offenders, Tennessee must also consider its current limitations and obstacles. With that in mind, the department is busy organizing a one-of-a-kind event that will bring



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Commissioner's Corner

As summer comes to an end and we start looking forward to all that the fall season brings, I applaud your service and dedication and once again express my thanks to each and every one of you. Despite obvious challenges, you continue to impress me everyday with your dedication and commitment to this department. The energy is contagious.



As you know, the central office recently underwent a major restructuring to focus greater attention on the role of rehabilitating inmates. With this mission in mind, I have created a new assistant commissioner of rehabilitative services, who is focusing on stopping the revolving door that keeps inmates coming back time and time again. Jim Cosby, former state director for the Board of Probation and Parole, assumed this new role in June.

With ninety-seven percent of the current inmate population to be released back into society at some point in time, this statistic begs the question, "how do you want the department to prepare those inmates to be your neighbor?"

It starts with a change in philosophy and an innovative way to deal with crime. The primary goal of the division is to better prepare inmates to return to the community and at the same time, to try to slow the tremendous growth rate Tennessee's prison population is experiencing. Treatment plays a vital role in this process and the benefits it can render. Think of it this way...treatment leads to lower recidivism among offenders, which in turn leads to fewer crimes committed, fewer victims in the community, and an overall improved public safety.

My hope is that by taking a holistic approach to an inmate's incarceration, we will be able to reverse the trend of inmates re-offending. We are dedicated to the rehabilitation process that begins day one and continues throughout their stay until the day they leave.

Your continued support of this effort is greatly appreciated. ■

Criminal Justice Summit...Continued

together key members of the criminal justice system for an open discussion about the future of incarceration in Tennessee.

The Criminal Justice Summit, slated for November 14-17, 2004 at the Wyndham Union Station Hotel in downtown Nashville, will bring all parties involved in the criminal justice process under one roof to discuss a long-range plan for managing continued growth of our prison population.

The primary goal of the Criminal Justice Summit is to bring key persons directly concerned with criminal justice issues in Tennessee together to direct positive change in our state. Issues and solutions will be discussed using a holistic approach that recognizes the impact of each stakeholder. The summit will define and develop paths toward criminal justice solutions and will require all participants to commit to an inclusive action plan that will empower all participating groups to work toward a more efficient and progressive criminal justice system in Tennessee.

Representatives from the Board of Probation and Parole, victim's rights organizations, the state Sheriff's Association, the Office of the Courts and District Attorney's Association are just a few of the groups that will be on hand for this year's summit.

The action plan developed at the end of the summit will hopefully serve as a model for other criminal justice systems across the country. ■

Governor Creates Task Force to Preserve Sentencing Laws

In light of a recent U.S. Supreme Court ruling, Governor Bredesen signed an Executive Order last July creating a panel of criminal justice officials charged with making recommendations to preserve the use of enhancement factors in Tennessee's criminal sentencing laws. The Governor's Task Force on the Use of Enhancement Factors in Criminal Sentencing is charged with determining if a special session of the General Assembly is necessary to protect the Tennessee Criminal Sentencing Reform Act being called into question and will determine what legislation, if any, might be necessary.

In *Blakely v. Washington*, the nation's highest court struck down part of the sentencing structure used by the state of Washington, a system like Tennessee's, that is based on presumptive sentences and the determination of enhancement and mitigating factors by judges.

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TCA Fall Conference Features U.S. District Court Judges



L to R: TDOC Commissioner Quenton White, Judge Haynes, Judge Higgins, BOPP Chairman Charles Traugher.

The Tennessee Correctional Association (TCA) hosted its fall conference September 27 through September 29 at the Millennium Maxwell House Hotel in Nashville, Tenn. This year's conference, "Teamwork Creates Accomplishments", featured presentations by U.S. District Court Judges Thomas A. Higgins and William J. Haynes, Jr.

Marking the 10th anniversary of the state's release from the Grubbs litigation, Judges Higgins and Haynes discussed the Grubbs V. Bradley case, which originated under 42 U.S.C. 1983 and is generally credited with creating positive change in the Tennessee Prison System. The case which was decided in 1982, arose as several prisoner complaints challenged various aspects of the prison living conditions in the Tennessee prison system such as overcrowding, sanitation, medical care, violence, idleness and classification. The cases were consolidated and certified as a class action on behalf of all present and future adult inmates committed to the Tennessee Department of Correction.

A court appointed special master conducted a comprehensive evaluation, outlining specific remedial recommendations, which were issued establishing inmate population capacities for TDOC facilities and approving the Grubbs matrix plan. In 1993, the court determined conditions of confinement had sufficiently improved to warrant termination of court supervision, terminating outstanding remedial orders and injunctive relief, with two

exceptions. The department continues to operate under these two exceptions from the Grubbs litigation today: refrain from housing inmates at the old Tennessee State Penitentiary and maintain a quality assurance program related to the delivery of health care.

"TCA continues to rise to new levels of professionalism by bringing featured speakers like Judges Higgins and Haynes to address its members and conference participants," said Commissioner White. "The Grubbs litigation had a major impact on the department, and these federal judges played essential roles in reforming Tennessee's prison system."

"Although there were initial reservations in Tennessee about the federal court's intervention in Grubbs, the work of the executive and legislative branches of government to meet the required mandates has resulted in a more improved, organized and uniformed correctional system," said Board of Probation and Parole Chairman Charles Traugher. "Judge Higgins kept the state on course and Judge Haynes steered the sentencing commission to complete the mandated tasks handed down during the 1985 Extraordinary Legislative Session on Corrections. Both judges are to be commended."

Judge Higgins was nominated to the U. S. District Court, Middle District of Tennessee by Ronald Reagan on September 6, 1984 to a seat vacated by L. Clure Morton. He was confirmed by the Senate on October 3, 1984 and received his commission on October 4, 1984. Judge Higgins assumed senior status on February 28, 1999.

Judge Haynes was nominated to the U.S. District Court, Middle District of Tennessee by William J. Clinton on May 27, 1999 to the seat vacated by Judge Thomas A. Higgins. He was confirmed by the Senate on November 10, 1999 and received his commission on November 15, 1999.

The Tennessee Correctional Association (TCA) is a nonprofit organization consisting of private citizens throughout the state of Tennessee who have a primary interest in maintaining ethical and professional standards within the field of criminal justice and law enforcement. TCA was founded in 1951 by a group of correctional professionals who recognized the need for unity among the various facets of the criminal justice system. Membership is approximately 400 strong and includes law enforcement personnel, state and federal institutional employees, adult probation, parole, and community corrections employees, children's services programs, legislators and volunteers from the public sector. ■

Charles Bass Correctional Complex Renaming Ceremony

The renaming ceremony for the Middle Tennessee Correctional Complex was held on Friday, September 17th, officially naming the facility after retired TDOC employee Charles B. Bass. "There is no doubt that Mr. Bass had a distinguished and nationally recognized career in corrections," said TDOC Commissioner Quenton White.

"From front line correctional officer to assistant commissioner, Mr. Bass made a significant contribution to the department and is highly regarded by his peers and fellow employees." Commissioner Quenton White, Board of Probation and Parole Chairman Charles Traughber, Senator Thelma Harper, Representative Edith Langster, Senator Doug Jackson and Kenneth Locke delivered remarks and helped unveil the institution's new sign. ■



TENNESSEE INMATES CONTRIBUTE TO ANDREA WALKS FOR TENNESSEE'S CHILDREN

Inmates at six of the state's correctional facilities have pledged their participation to the "Andrea Walks for Tennessee's Children" campaign, an initiative started by First Lady Andrea Conte to raise awareness of child abuse and the work child advocacy centers do to help children who have been victimized.

In celebration of the First Lady's project, inmates from Riverbend Maximum Security Institution, Southeastern Tennessee State Regional Correctional Facility, Turney Center Industrial Prison, Brushy Mountain Correctional Complex, West Tennessee State Penitentiary and Northeast Correctional Complex are making donation items such as cartoon character figurines, pink and blue rocking horses, rocking chairs and table-and-bench sets tailored just to size for children who visit these centers.

"Our inmates have enthusiastically risen to the task of providing their talents to the AndreaWalks project," said Warden Howard Carlton of the Northeast Correctional Complex. "They hope that their projects will

help to make the centers inviting and comfortable during this difficult time for these children."

Conte will make a 600-mile journey across the state to raise awareness about child abuse and to raise greatly needed funding for the state's child advocacy centers. The centers are community partnerships that provide comprehensive services to children who have suffered sexual or severe physical abuse. Conte began walking in Memphis on Wednesday, September 8, and will end in East Tennessee in the spring.

The First Lady is looking for walkers to join her. You can choose to walk 1 mile, 5 miles, 10 miles or the entire distance per location. The registration fee is \$35, which entitles you to walk as many segments as you wish. TDOC employees who support the endeavor will be granted up to 4 hours administrative leave to participate in one of the walk segments and are encouraged to wear your institution's T-shirts. For information on the Middle

Tennessee segments, visit www.AndreaWalks.com. The East Tennessee segment of the walk will kick off in Spring 2005 and the schedule is currently being developed. ■



Statewide News

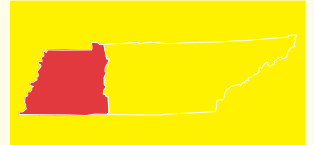
WEST TENNESSEE

MLCC - MLCC has received their grant for the AMACHI program. With assistance from Big Brothers/Big Sisters and area faith-based organizations, a supportive mentoring network will be provided to at-risk children whose parents are incarcerated at the Mark H. Luttrell Correctional Center. The program is set to kick off in early October. ■

NWCX - Northwest Correctional Complex finished the 2004 Relay for Life event in Lake County in May. Thanks

to everyone for the hard work...the institution raised an amazing \$4,481.00 for the event. NWCX also received the "Best Decorated Campsite" award.

NWCX held a dinner on August 27th to raise money to send care packages to NWCX employees serving in Iraq. The dinner was a huge success, raising approximately \$700.00! ■



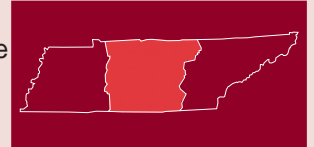
MIDDLE TENNESSEE

TCIP - During the 2004 American Correctional Association Conference, Riverbend Maximum Security Institution and Turney Center Industrial Prison and Farm were re-accredited, meeting the national correctional standards established by professionals in the field of law enforcement, health care, education, architecture and business management. *Congratulations to the staff at TCIP and RMSI!* ■

Central Maintenance- It's the great pumpkin, Charlie Brown! No, that's just Sgt. "Pumpkin" Griffith with inmates Maryland Lyons, Mike Jones and Mike Brown, showing off the Middle Region garden effort's early pumpkin harvest. The garden effort is a consolidated effort of central maintenance, CBCX, DSNF, RMSI and TPW. The pumpkins matured early, so they were pulled up to make room for the new sprouts that should mature next month through November (and pumpkin pie!) Thanks to Sgt. Griffith of Central Maintenance, Officer Baltimore from CBCX, Officer Ewing from DSNF, and all of the inmate workers from various middle region sites for their hard work this season. ■



Scotty Smith, former U.S. Marine. The riflemen at the ceremony were Corporals Buddy Smith, Stanley Wood, Steve Metheny, Adam Potts, Bryan Butler and Correctional Officers Jesus Merino and Terry Dickey. When asked to perform the salute, the team members stated, "This is probably the biggest event the Department of Correction has ever conducted, and we would be HONORED to perform." Warden Malcolm Davis praised Cpl. Smith and employees for their commitment and dedication to such a worthwhile event. ■



TPW - The Tennessee Prison for Women launched a pilot program called "Puppies Achieving Worthy Service," better known as PAWS in July. As a part of the program, inmates will work with animals from the Nashville Humane Association on behavioral training that will help the dogs land a permanent home. Four dogs were selected to live in an actual prison cell with an inmate trainer and her assistant. PAWS benefits the dogs but also allows the women to give back to society. The program also teaches the inmates basic life skills such as patience, responsibility and self-confidence. Pet Smart and the Nashville Humane Association have partnered with the department on PAWS to develop the program without spending state tax dollars. ■



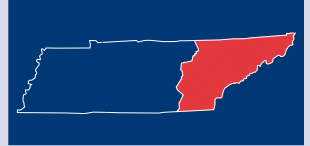
Statewide News Continued

EAST TENNESSEE

STRCF- Officers Anthony Debord and Stephen Walling represented STSRCF at the weapons competition hosted by the Tennessee Correction Academy on August 21st. The competition was open to all TDOC officers and other law enforcement officials. Mr. Debord, who was teamed with a member of the Winchester Police Department, took 2nd place in the team semi-automatic pistol category. ■

BMCX- Several BMCX staffers are members of the 278th Armored Cavalry Regiment and have reported for duty at Camp Shelby, Mississippi. They will soon leave for additional training in California before possibly being deployed to Iraq. Staff members are Jim Morrow, A W/O (Morgan Site), Sgt. J.W. Hamby, Cos Jerry Ford, Mike Goddard, Jason Hamby and Jerry Wright. A W/O Bob Walls (Brushy site) is also on call as a member of the 134th Air Refueling Wing based out of Knoxville. Our thoughts

and prayers are with our servicemen as they serve our country...we are so proud of you! ■



NECX- Inmates from NECX helped clean up a community eyesore last month, along with experts from the Tennessee Department of Environment and Conservation, Washington and Johnson counties and U.S. Tire. The Butler Tire dumpsite in Johnson County was reported to have anywhere from 5,000 to 17,000 waste tires present. "This is a perfect example of how teamwork and partnership can get things done," said TDEC Johnson City Field Office Manager Mark Braswell. ■



Introducing Amanda Sluss

For those of you who haven't met her yet, Commissioner White appointed Amanda Sluss as the department's new Communications Officer last month.



Amanda is not a new face to state government. She comes to TDOC from the Tennessee Department of Environment and Conservation (TDEC), where she served as Public Information Officer since 2001.

For the past three years, Amanda worked with the media across Tennessee and on a national level on issues covering TDEC's regulatory authority consisting of 14 environmental divisions housed in eight field offices across the state and Nashville's central office, to the management of 54 state parks and 69 state natural areas, legislation and much more.

Amanda received a Bachelor of Arts in Journalism (ABJ), major in Public Relations with a minor in Spanish, from the University of Georgia's Grady College of Journalism and Mass Communication in June 1995.

Amanda can be reached in Central Office at (615) 741-1000, Ext. 4005 or by e-mail at Amanda.R.Sluss@state.tn.us. ■

Congratulations to Vicky Parker and her three-year-old niece, Frankie Davis! They competed in the 39th annual Tennessee Saddle Club Association (TSCA) Horse Show, held Labor Day weekend in Lebanon, TN at the James E. Ward Center. Vicky led Frankie in the six year-old and under lead line class. Approximately 60 riders participated in this division and Vicky led Frankie to become the 2004 TSCA Champion in her division. Frankie received a Silver 2004 TSCA champion belt buckle to add to her collection.

Vicky and her husband Eddie live in Cottontown and are the proud "parents" of 10 horses. They participate in horse shows every weekend! Vicky also brought home two 3rd place ribbons last month and received points qualifying her for the World Quarter Horse Show.

Vicky is a personnel analyst 3 in central office. ■

Close-up on *Gayle Ray*

DEPUTY COMMISSIONER



In May 2004, Commissioner White appointed Gayle Ray as the new Deputy Commissioner for the Tennessee Department of Correction. Ray has more than two decades of experience as a community leader, elected official, manager and teacher.

From 1994-2002, Ray served as the Davidson County Sheriff. In that position, she was responsible for managing one of the state's largest jails with 600 employees

and a budget of \$46 million. Under Ray's direction, the jail was accredited by the American Correctional Association, which resulted in reduced liability from inmate litigation. She also championed the issue of better treatment for mentally ill inmates, which eventually led to better local sentencing practices.

Prior to becoming Sheriff, Ray worked as a Program Coordinator for Vanderbilt University, linking colleges and public schools for the Tennessee Space Grant Consortium. She held this position from 1992-94, while simultaneously serving as a member of Metro Council, where she chaired the education committee. In 2002, she also ran for Congress.

Ray has a Bachelor of Arts in English from Middle Tennessee State University. She also attended the University of Arkansas where she earned a Master of Arts in English. Her education continued at the Jack Massey Graduate School of Business at Belmont University, where she earned a Masters Degree in Business Administration. She is also a graduate of the Senior Executives in State and Local Government Program administered by Harvard University, Kennedy School of Government. ■

Assistant Commissioner Roland Colson

Roland Colson returned to the Tennessee Department of Correction in June 2004 after a four-year stint working for the Tennessee Department of Safety. Colson serves as the Assistant Commissioner of Operations, overseeing the day-to-day functions of the state's fifteen prisons.



From 2000-2004, Colson served the Department of Safety as the Chief Technology Officer and Assistant to the Commissioner prior to that. In those roles, he was instrumental in the development, submission and administration of the departmental budget. He worked extensively in the writing and implementation of departmental policies and also served as a legislative liaison for the department.

Prior to his four years with the Department of Safety, Colson worked for TDOC as the Director of Information Systems. He served in that role from February 1995 through March 2000 and was responsible for implementing several new systems initiatives. It was this role that attracted Commissioner White and led to the invitation to come back to the Department of Correction.

Colson also served as a consultant for state government, evaluating its information systems and determining where improvements could be made. He also designed, implemented and maintained the departmental Novell 3.12 WAN.

Colson has a Bachelor of Science and Business Management from Florida State University. In 1991, he completed his Masters of Business and Administration at Middle Tennessee State University. He has more than 25 years of experience as an information technology manager, financial analyst, financial manager and information systems consultant. ■

Assistant Commissioner Jim Cosby

In June 2004, Commissioner White appointed Jim Cosby to serve as the new Assistant Commissioner of Rehabilitative Services. In his new role, Cosby is responsible for supervising classification, education, inmate jobs, victim's services, re-entry and all other aspects of the department that factor into an inmate's overall rehabilitation.

Cosby comes to the department from the Tennessee Board of Probation and Parole where he spent the past 21 years. He began as a parole officer in 1978 and worked his way up to State Director in 1999. In that position, he was responsible for the overall supervision of the Field Services Division of the BOPP. This includes the day-to-day operations, planning and



supervision of 820 field staff members as well as the management of a \$42 million dollar budget. Cosby also assisted with writing and passing legislation related to agency operations.

Before going to work for the BOPP, Cosby spent a year working as a claims interviewer for the Department of Employment security. He has a Bachelors Degree from University of Tennessee in political science, and Cosby is also a 1993 graduate of the

Tennessee Government Executive Institute. ■



2004

TDOC

SERVICE AWARDS

20 YEARS OR MORE

20 Years

Donald Dunaway
Sharon Hancock
Lois Holt-Cooper
Debra Inglis
Doris Medlin
Angela Moore
Valerie Oliver
Bettye Prosser
Rita Reed
Edward Rodriquez
Brad Smythe
Geraldine Trotter
Joseph Vernon
Jerry Wadley

25 Years

Lester Phillips
Catherine Posey

30 Years

Linda Dodson
Evelyn Garrington
Bill Lutche

35 Years

Betty Delk
Jim Dickman

*Governor Creates Task Force...*Continued

The governor appointed Circuit Court Judge Barbara Haynes as chair of the task force, and in turn, Haynes appointed five ex-officio, non-voting members to serve in an advisory capacity.

The 13-member task force includes TDOC Commissioner Quenton White, along with the Attorney General Paul Summers and Reporter or his designee, Chairman of the Board of Probation and Parole Charles Traugher, and one member from each House of the Legislature to be appointed by the Speakers. Seven additional members include: District Attorney General (Twentieth Judicial District) Victor S. Johnson III, Public Defender (Twenty-second Judicial District) Claudia S. Jack, Circuit Court Judge (Twenty-Seventh Judicial District) William B. Acree, Jr., Court of Criminal Appeals Judge (Eastern Section) Gary R. Wade, General Sessions Court Judge (Division 15, Shelby Co.) Loyce Lambert Ryan, James F. Logan, Jr. and Joseph N. Barker.

Following the August 27th meeting, the task force reported to the governor that a special session of the Legislature will not be necessary to revise the state's sentencing laws. The panel has until November 15 to recommend legislation for next year's session of the General Assembly. ■